



What an Inclusive Workplace Actually Looks Like, And Seven Ways to Achieve It

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What does an inclusive workforce look like?

- Empowered employees are encouraged to bring their “whole selves” to work.
- Everyone can respectfully voice their diverse points of views.
- There is a sense of connection amongst employees/employers.
- Members are purposefully cooperative, collaborative, open, fair, curious.
- Members are held accountable.

What impact does inclusion have on employee well-being and engagement?

- Individuals with a greater sense of well-being and engagement feel more included in their work environment.
- Engaged employees are more likely to identify their organization as a great place to work and recommend it to friends, family members, and other colleagues.

Seven tips to create an inclusive workforce:

- (1) Ensure employees have access to all the resources needed to be inclusive (including employee resource groups and technology).
- (2) Proactively give employees a voice for expressing their opinions and shaping decisions about the work they perform.
- (3) Accept and value the uniqueness of each employee.
- (4) Invest in employee development so they can advance professionally.
- (5) Encourage collaboration to fully utilize each person’s strengths and skills.
- (6) Promote diverse ideas and perspectives to promote inclusivity within your organization’s culture, mission, and values.
- (7) Make a conscious effort to create a sense of belonging for all employees.

INCLUSION TIPS:

❖ Meetings ❖

Send agendas and materials in advance so participants can mentally prepare and actively contribute.

❖ Communication ❖

Encourage dialogue about inclusivity and diversity in the workplace by establishing focus groups or facilitating structured conversations with employees to listen and learn other points of view.

❖ Pause ❖

Make it easy for employees to share thoughts in a meeting.

Give credit and share praise with employees who come up with good ideas.

Read the full article here: <https://www.forbes.com/sites/forbeshumanresourcescouncil/2019/02/04/what-an-inclusive-workplace-actually-looks-like-and-seven-ways-to-achieve-it/#71935ace316b>